



**SETC Apprenticeship Committee
Meeting Summary
Wednesday, August 28, 2019**

Welcome w/ Background

Chairman John Kennedy welcomed the group and thanked them for attending the first team meeting. Mr. Kennedy then introduced Dennis Bone, Chairman of the State Employment and Training Commission (SETC) to say a few words.

Mr. Bone explained the role of the SETC, as the State Workforce Board and the importance of preparing the workforce with skills that are in demand. He went on to say that work-based learning strategies align better than traditional strategies, and apprenticeship has proven very effective as a work-based learning strategy. Mr. Bone emphasized the committee will support New Jersey's increased focus and investments in registered apprenticeship and pre-apprenticeship initiatives. He indicated the committee has strong leadership with John Kennedy as the Chairman, and the importance of getting the right people at the table to drive the discussions, and create the policies to ensure the investments and leveraged resources support the goals.

John Kennedy provided a background on NJMEP and his passion for the manufacturing industry. He indicated that 1 manufacturing job drives 4 additional jobs, and has an average earning of \$90K per year. The discussion expanded to the importance of individuals following their interests, skills, strengths and then exploring career options, and eliminating stigmas such as "working with your hands" and others. Providing on ramps and off ramps options to be replicated across industries like healthcare, technology, automotive, etc.

Introductions/Overview

The Chairman asked members to take a moment to introduce themselves to the group.

He again thanked the group for attending and indicated they were all "targeted" for their knowledge, abilities and skills to assist the Committee with achieving outcomes. New Jersey has so many industries and options to offer young people, the 35K average debt from college is not the way. The Chairman indicated he didn't necessarily want to reinvent the wheel, but rather wants to identify what is working and how it can be replicated. Mr. Kennedy went onto begin that conversation by sharing the NJMEP model.



NJMEP Approach

John Kennedy provided a background on key staff within his organization. Pro-Action Educational Network connects for the first time all training options in NJ to connect education solutions and demand. NJMEP is the third party intermediary that aligns the interest of employers, education providers and students.

People need to understand options, need to develop the “connective tissue” between industry and education, because it doesn’t exist now with many industries.

Patricia Moran, Director of Apprenticeship for NJMEP reviewed the PowerPoint document in the packets (attached). The review included the importance of national credentials being stacked within the apprenticeship model; incorporating earnings while learning; type of apprenticeship programs varies from traditional to hybrid models; building pathways with higher education institutions; mentors; and other components.

Following the NJMEP presentation, the group had a larger discussion around some of the initiatives they are working with. The Chair commented that the South Jersey Institute that Christina mentioned is wonderful. Does it happen at other Chambers? Ms. Renna indicated that to the best of her knowledge the program only exists at the South Jersey Chamber. She provided additional background of participants and history of the program and the variety of learning that occurs during the program. How the teachers develop curriculum as part of the experience of the summer program. Since the inception, a total of 628 teachers have graduated from the program.

The Department of Education is implementing a CTE Pathway Initiative that is looking to explore academic teachers becoming CTE teachers. In addition, the program is also exploring recruiting individuals from business/industry as CTE teachers. An identified barrier is discrepancies in pay between industry and education. A lack of CTE teachers has become a focus due to an aging population within the current CTE teacher workforce.

Tony Iacono, President of County College of Morris spoke about the disconnect he sees in higher education, and felt one way to better prepare and educate for the future would be to incorporate industry experience. He stressed the importance of educators having industry knowledge which would allow them to influence curriculum and demonstrate applicability of how they teach and influence learning. It would be valuable if teachers/faculty had internships in



business and industry to begin to eliminate the disconnect between higher education and workforce.

Patricia Moran of NJMEP announced that Essex County College will award 8 college credits for individuals who complete the Industrial Manufacturing Production Technician Registered Apprenticeship Program towards an Associates in Manufacturing Program (2 years Essex + 2 years at NJIT). This is a win-win to once again see college credits awarded for the completion of a registered apprenticeship program in New Jersey.

NJMEP also announced that New Jersey is the first in the country to create a registered apprenticeship program for the occupation of Technical Sales.

Core Team & Sub-Committee/Working Group Approach – Framework Review

Chairman Kennedy reviewed the proposed structure, outlined within the packets. He reiterated that the structure of the sub-committees/working groups will be key to what we accomplish. Mr. Kennedy indicated the heavy lift will be engaging industry, having them give up time away from their jobs, but having business/industry heavily engaged in the process is the only way the effort will succeed.

The primary industries of focus will be:

- Advanced Manufacturing/Biopharma/TLD
- Healthcare/Long Term Care/Dental Industry
- IT/Technology

He asked that each member in attendance today search their contacts and recommend 2/3 people to participate in the sub-committee/working group subsequent meetings. In addition, we will need a couple of leads for each of these areas (manufacturing, healthcare and IT) to volunteer to “steer” each of these groups. Again, I can’t emphasise enough, how we structure the working groups will be key to what we accomplish.

Document Review - Mission - Vision - Goals

Due to limited time, the Chairman quickly reviewed the Mission, Vision and Goal document that was included in the packet. He asked that each member take the time to read the document and provide their feedback to him via an e-mail and copy Maureen O’Brien Murphy of the SETC. The task is to finalize this document prior to our next meeting, planned for November 2019.



Closing & Next Steps

The Chairman reiterated the “homework” over the next month was:

1. Each attendee to recommend 2/3 people that might fit into a sub-committee/work group from business/industry, union, etc. Please send suggestions to Maureen and John
2. Provide comments and feedback on the Mission/Vision/Goal Statement – send suggestions to Maureen and John

Recommendation for next meeting was to have it during the week of November 11th which is National Apprenticeship Week. Maureen indicated she would research locations and contact the group accordingly.

Other topics that were raised and tabled for a later date include:

- Exploring the recognition and issuing of certificates upon completion of pre-apprenticeship programs in NJ; and
- SETC Commission having an appointed member specifically dedicated to Apprenticeship.